

UNION CODE OF CONDUCT



THIS CODE DOES TWO THINGS:

For KEA, it provides guidelines for internal stability, unity, and strength. It is consistent with adults working as a team.

For individuals, it is important to know that the extent to which KEA can help you is tied to your adherence to this code

I will not criticize any union colleague except to the individual directly.

*If you feel the need to criticize another union member, do it to **THAT PERSON**. Avoid email and speaking to others about the issue.*

If any union colleague is being criticized in my presence, I will confront the criticism and ask that it stop.

Do not allow others to break the first guideline in your presence

I will not participate in any conversations with management that criticize, or negatively speculate about, any union colleague.

Do not criticize union members to management

Don't look to management or administration to settle our disputes.

I will settle my differences with colleagues within my union.

IT DOES NOT SAY:

*I will **agree** with the union stance on every issue*

IT DOES SAY:

*I will **support** the union stance on every issue*

I will engage in debate, offer others every opportunity for debate and respect minority viewpoints, but I will observe and support the majority mandate of my union.

IN SHORT: TO OUTSIDERS, WE ARE ONE LARGE, UNITED, STRONG UNIT WITH THE SAME GOAL.

It is important to the strength of this union that every member follow these guidelines.